

CANTON PUBLIC SCHOOLS

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To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

The following recommendations outline the Superintendent's Budget Message for Fiscal Year 2022 (FY22). Annually, the School Committee charges the Superintendent to create the recommended financial plan for the upcoming school year. This year's Budget Message is being presented on December 17, 2020. I am pleased to present a well thought out plan that is the result of coordination and collaboration across the schools and throughout the district.

In accordance with the School Committee's budget guidelines, the Superintendent's Budget Message is based on the Canton Public Schools Strategic Framework. The Strategic Framework is a document that outlines our aspirations and ambitions for Canton's students and staff of the public schools. It is an expression of our collective areas of focus that define the student experience we believe is both essential for and the right of every child to prepare them for future success in our ever-changing world.

The Strategic Plan's four Long-term Strategic Objectives:

1. Achieving Educational Excellence & Ensuring Equity;
2. Cultivating School Climate & Culture;
3. Transforming Teaching & Learning; and,
4. Achieving District Excellence.

Each of the four sections provides a description of the FY22 needs related to the Strategic Framework's Long-Term Objectives.

1. ACHIEVING EDUCATIONAL EXCELLENCE & ENSURING EQUITY

\$342,539

To attain educational excellence across all schools, in every classroom, every day, in support of consistently high growth and outcomes for every student

GMS Special Education Teacher (1.0 FTE)

\$75,032

GMS therapeutic program: Special Education teacher and School Adjustment Counselor (GMS): Dedicated to supporting the implementation of a therapeutic program. Program staffing is one special educator and one school adjustment counselor. The students require support in the area of social and emotional skill development. Students will work on individual academic and social and emotional IEP goals. Academics will be based on the middle school curriculum. The use of the natural setting in the middle school and activities to reinforce social and emotional skills of the students is implemented primarily in the general education setting. The program will be for students in grades 6-8 who receive special education services related to an emotional disability (group and individual counseling IEP goals). This program will allow us to return students from Out of District Placements. Based on current tuition and transportation costs, the savings would be a total of \$236,000.

GMS Adjustment Counselor (1.0 FTE)

\$75,032

By supporting a therapeutic program at GMS, we are providing a continuum of services from general education to special education. Currently, we offer Home Base that supports all students experiencing social/emotional stressors and transitions back to school after extended periods of absence. This proposed GMS therapeutic

program would focus on students with IEPs whose primary eligibility is an emotional impairment. Within our Strategic Framework, the focus area would be within Achieving Educational Excellence and Ensuring Equity. Our students deserve to be educated within their home schools with their peers and have full access to high-quality teaching and strong systems of support.

District Data Specialist (1.0 FTE)

\$85,000

We again are requesting the hiring of a full-time District Data Specialist. In order to support our continuous improvement as a District, operationally and academically, data is a critical component to serve all stakeholders in making decisions. During the school year 2020-2021, we have a stipended position that has produced some critically important data that has supported the decision-making during this difficult year. We believe that the enhancement to a full-time position will foster a significant positive change and support in how we collect, analyze and present the information most critical to our District.

PK-5 Humanities Coordinator (1.0 FTE)

\$102,000

In order to support PreK-5 educators with Transforming Teaching and Learning, we would like to provide them with a similar level of support that our GMS and CHS educators have through their Department Chairs. The PreK-5 Humanities Coordinator would oversee professional development, curriculum and instruction, and assessment in literacy and social studies. The PreK-5 Humanities Coordinator would work with educators to ensure that our units of study and instruction are aligned with the standards, monitor student progress on district assessments, and ensure that professional development for PreK-5 educators supports their needs.

GMS 7th and 8th Grade Novels

\$5,475

The goal of the GMS ELA Department for the last year and a half has been to adjust the curriculum to address bias and increase diversity in authors, characters, and points of view. Last year, we were able to add some titles to meet this goal but we need to do more. This budget item will allow us to introduce a new novel to both our 7th and 8th grade students, bringing us closer to meeting our goal. In addition, in bringing new novels to the curriculum, we continue to design learning experiences that are innovative and offer opportunities for students to have a voice and ownership of their own learning.

2. CULTIVATING SCHOOL CULTURE & CLIMATE

\$150,064

To create and sustain a school climate and culture that support a rich educational environment for all students and staff

GMS Health Teacher (1.0 FTE)

\$75,032

The importance of Wellness Education has been prioritized in our society, but isn't necessarily reflected in our programming. At GMS, Health classes meet 2 days out of a 6 day cycle for one semester only. All other specials meet 2 days per cycle for an entire school year which is significantly less class time than core academic subjects. This lack of time and attention prevents students from receiving a full comprehensive deep dive into health-related topics. The 2019 YRBS data strongly supports the decision to move forward with expanded Health class programming. The mental health section specifically around suicidal thoughts, planned suicide, and attempted suicide are concerning. If we were granted this position, we would redesign our entire 6th grade health curriculum around Positive Psychology and Bullying Prevention, which would help the overall school climate and culture amongst students. Our 7th grade curriculum would be focused on violence prevention and stress management. Our 8th grade curriculum would highlight the decision-making process. All of these topics will be a deep dive into the SHAPE America National Standards for Health education. Physical and mental health curriculum will be incorporated into each grade.

We would need this 1.0 FTE position to successfully implement this full-year Health programming.

Elementary School Adjustment Counselor (1.0 FTE)

\$75,032

At the elementary level, there is a clear need for counseling and support so students can best access their education. In this proposal, the School Adjustment Counselor at the elementary level would travel between the three elementary schools and meet with students to build social/emotional support for the students. The counseling curriculum and future SEL curriculum would be best supported by this role.

3. TRANSFORMING TEACHING & LEARNING

\$102,096

To create rigorous, relevant, and contemporary learning experiences so that the PreK-12 journey supports student development and prepares students for their futures

GMS Lunch Aides (2.0 FTE)

\$39,796

Crucial to building an adult professional learning community is providing time for teachers to meet in teams, in departments, and in work-related groups. We were able to increase adult collaboration time at GMS this year; however, specialists were not able to be scheduled for the same amount of professional learning as other teachers because of a need to assign them to lunch duty. Hiring lunch aides will allow all teachers access to quality professional learning and collaboration time. This will allow specialists to engage in conversations to create interdisciplinary units and talk about best practices in teaching and learning, both of which will lead to high quality instruction for students across the board.

Adobe Creative Arts Visual Suite Annual Subscription

\$2,500

Continuing to provide student access to post-secondary/university and industry standard digital media tools for art-making is essential for relevant student learning in the CHS Visual Arts. Access to the *Adobe Creative Suite* will allow us to continue (and expand) opportunities for students to creatively use technology in engaging and authentic ways as they learn how artists, designers, and industry professionals engage in creative tasks. Funding this subscription-based software package will continue to support our capacity to engage students' digital literacy skills and prepare them for post-secondary learning connected to the visual arts, digital media arts, and related STEAM fields.

This operating request is needed to update the CHS Visual Art computer labs. The purchase of the *Adobe Creative Suite* will allow teachers continued access to the Adobe programs that we currently have as well as expand their access to additional programs that are part of the *Adobe Creative Suite*. This purchase will support their ability to keep their curriculum current with industry standards and support student preparation for post-secondary/university programs. This software package will be used by staff in the Visual Art department, and additionally could be used for interdisciplinary purposes such as STEAM curriculum connected to the innovation lab.

GMS & CHS Visual Art Supplies

\$1,600

Without any regular increases in our materials/supply budget, it is becoming increasingly difficult to provide the quantity and quality of materials needed to support high-level student learning and growth in our studio art classes. Our 3D studio art materials are especially costly and are difficult to substitute. It is necessary for us to provide students with appropriate materials and tools in order to support student learning and achievement in our studio areas.

Teachers' abilities to provide the materials needed for high-level learning in the Visual Arts are constrained by our current budget. Out of necessity, teachers have become increasingly dependent on using free/recycled/donated materials to drive the content of their curriculum instead of planning for materials based on their curriculum needs. A \$1,000 increase at CHS and a \$600 increase at GMS will allow teachers to better prioritize the purchase of materials based on their curriculum needs.

Renaissance STAR Benchmark Assessment

\$34,000

Assessment is a critical component of our practice as we work to transform teaching and learning. In order for teachers to design instruction that meets student needs, they need data on student performance. This year, after a summer working group process, we identified the STAR assessment as the desired assessment platform at the elementary level. This platform allows us to assess students online with a high quality assessment tool in early literacy, reading and math. This request will allow us to continue using the assessment so that we can continually monitor student progress across grades as the students progress through elementary school.

GMS STEAM Curriculum Material**\$20,000**

As we move toward more project-based learning at the Galvin and incorporate a STEAM approach into our technology and engineering curriculum, we need to reimagine the curriculum. Given the hands-on nature of this course and the materials necessary to complete the real-world projects, we need to provide students with appropriate supplies. A budget of \$20,000 would allow us to buy the materials across three grade levels to support an innovative and rigorous STEAM curriculum.

Renaissance STAR Professional Development**\$4,200**

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4. ACHIEVING DISTRICT EXCELLENCE**\$1,688,845**

To develop state-of-the-art operational systems that assure access to high-quality resources, including facilities, aligned to our educational vision, equitably distributed, and utilized efficiently

Contractual Obligations**\$1,530,104**

Our FY22 fiscal plan includes necessary funding for staff contractual obligations. Within the Canton Public Schools, there are five unions, including Unit A (e.g., teachers) and Unit E (e.g., Education Assistants), and three AFSCME Unions - Food Service, Administrative Assistants and Custodians. All forms of financial compensation are negotiated with the School Committee and the Unions and outlined in each contract.

Bus Contractual Increase**\$50,000**

Additional funds are required to meet the contractual obligations of our student transportation agreement.

Advanced Security Software**\$25,000**

This additional request is helping to support the foundational work of our entire district. It will better support and protect the District's infrastructure. By supplementing additional security software, we are creating an environment that best supports the operations, protects the integrity of our systems and data and protects that necessary backbone to teaching and learning within our district.

Securly License**\$12,741**

We added Securly this year to provide an enhanced layer of web monitoring and filtering to best support the safety and security of our students. The monitoring software has been effective in both securing our devices and learning environment, but the alert systems in place have identified and supported students in need. The original invoice was to cover the GMS, the additional licenses will cover all devices that entered the district during 20/21 (Securly has covered all students for this year without the additional expense).

Network Monitoring**\$40,000**

This request allows Core Switch Patching/Monitoring, Virtual and Host Patching/Monitoring, Controller & Access Point Monitoring and Firewall (2) Patch/Monitoring. It also is instrumental in detecting abnormalities in latency/packet loss and abnormalities in network traffic, down connections, and allows for 24x7 reconnaissance to resolve identified problematic issues.

Annual Licensing for Fiber Internet**\$31,000**

This request is to upgrade the fiber optic internet connection from 2 GB to 10 GB. This will allow a more secure and reliable network.

SUMMARY OF LONG-TERM STRATEGIC OBJECTIVES

1. ACHIEVING EDUCATIONAL EXCELLENCE & ENSURING EQUITY	\$342,539
2. CULTIVATING SCHOOL CULTURE & CLIMATE	\$150,064
3. TRANSFORMING TEACHING & LEARNING	\$102,096
4. ACHIEVING DISTRICT EXCELLENCE	\$1,688,845

CONCLUSION

Members of the Canton community continue to be proud of their public schools and understand the relationship between a great town and great schools -- especially through the COVID 19 pandemic. The recommendations outlined in the FY22 Superintendent's Budget Message are aligned to the aforementioned Long-Term Strategic Objectives of the Strategic Framework.

We are experiencing dramatic changes in our world that are driving the needs of our public schools as articulated within the Strategic Framework. We focus on the appropriate demand for excellence for every child in our diverse society. We understand the power of culture and climate in our schools to enhance every child's authentic sense of belonging and their needs for safety and security. We are changing the historical nature of public school teaching and learning in order to prepare students for their unpredictable futures. And finally, we are striving to maintain and enhance our mission-driven school district that is committed to creating the conditions to achieve the previously stated outcomes. It is with the continued commitment and leadership of the School Committee and support of the Town that the Canton Public Schools will continue its success and be worthy of such pride.